

Diversity@Work

August 2021

VA



U.S. Department
of Veterans Affairs

WWW.VA.GOV/ORMDI

Some Upcoming Events

August 2021

International Day of the World's Indigenous Peoples

August 9

Women's Equality Day

August 26

ORMDI

Steps Toward Conflict Resolution

You can contact the Office of Resolution Management, Diversity and Inclusion (ORMDI) toll-free at 1-888-566-3982 (TTY/TDD at 1-888-626-9008) and speak with a specialist regarding [EEO Complaint Processing](#), [Alternative Dispute Resolution](#), and [Harassment Prevention](#). You must initiate contact with an EEO counselor within 45 days of the date of the alleged act of discrimination by calling 1-888-566-3982 or visiting your local ORMDI Field Office.



Commemorate
Women's Equality Day

On August 26, 2021, VA joins the Nation in commemorating the anniversary of ratification of the 19th Amendment to the U.S. Constitution, securing women's right to vote. VA managers and supervisors are encouraged to support events and activities that recognize women and their many contributions to American society. This year, over 100 years ago after the ratification of the 19th amendment, also marks the swearing-in of our Nation's first woman, African American and Asian American Vice President.

The ratification of the 19th amendment was the culmination of 72 years of campaigning led by women to gain the right to vote. The tiebreaking vote in the Tennessee legislature for the ratification of the 19th amendment was by Mr. Harry T. Burn, a 24-year-old legislator from Tennessee who voted for the amendment because of a letter from his mother, Febb E. Burn, who requested he "be a good boy" and vote "aye" for the legislation. Ms. Febb E. Burn, a college-educated widow who read three newspapers daily, wrote the note to her son after hearing a speech from her son's mentor denouncing the 19th amendment and she wanted her son to be aware of her own support for women's suffrage.

On Women's Equality Day, we honor those courageous, relentless, and dedicated women who marched, advocated, and organized for the right to vote—that precious right has reinvigorated generations of women and galvanized them to stand up, speak out, and let their voices be heard across this great Nation. As we celebrate this achievement and pay tribute to the trailblazers and suffragists, we must continue to advance on our journey towards equality and justice for all!

The Federal Women's Program Coalition, under the auspices of the [Diversity and Inclusion in VA Council](#), will work together to promote the retention and the removal of barriers for advancement of women in VA. Women in the workforce are reporting increasing levels of burnout. According to the AES results, women employees feel less heard and honored during the pandemic. For more information on the Federal Women's Program Coalition or on VA's Federal Women's Program, visit [VA's Federal Women's Program webpage](#) or contact Ms. Sehar Minhas, VA's National Federal Women's Program Manager.

For more information about women's suffrage, visit the [National Park Service website](#) featuring Women's Rights National Historical Park, which features the first Women's Rights Convention held in Seneca Falls, New York on July 19-20, 1848.

Message from the DAS

Harvey Johnson, Deputy Assistant Secretary for Resolution Management, Diversity and Inclusion



DAS Johnson, ORMDI

Although the month of August signifies that summer is winding down and cooler autumn temperatures are just around the corner, important work in ORMDI and throughout the Department is just heating up.

As we observe Women's Equality Day on August 26, I want to highlight VA's new Federal Women's Program Coalition (FWPC). We reported in last month's newsletter issue that although women comprise 61.62% of VA's workforce (261,997), only 36.99% of VA's leadership positions (SES and Title 38 equivalents) are filled by women. The FWPC will examine this and other issues related to the employment, retention and advancement of women in VA. We welcome your participation in this new initiative. Please contact VA's National Federal Women's Program Manager, Ms. Sehar Minhas, ORMDI, for more information.

Training

Overview of the Harassment Prevention Program

ORMDI hosts "Overview of the Harassment Prevention Program (HPP)" the first Wednesday of each month from 10 to 11 a.m. and 2 to 3 p.m. (ET). Register on the Talent Management System (TMS VA 4563938).

Workplace Civility

Workplace Civility training will be held August 11 and 18. Training for Managers (TMS VA 4559059) is 11 a.m. to noon and training for Employees (TMS VA 4504880) is 1 to 2 p.m.

Conflict Management

The Conflict Management virtual course provides information on the nature of conflicts and how to manage it. It provides a basic understanding of conflict, the underlying causes of conflict, and how alternative dispute resolution can be used to resolve disputes. Conflict Management training for managers (TMS VA 4562696) will be held September 15 and 22 from 11 a.m. to noon and 1 to 2 p.m.

The Audacity to Fail Podcast

The Audacity to Fail Podcast: misStepping Into Success focuses on discovering leadership wisdom through experiences with failures and missteps. The podcasts dive into conversations and stories from leaders as they share that failure activates a growth mindset, is an important part of learning and motivation for improvement! For the July episode, Dr. Shari Dade connects with Dr. Al Montoya, the Medical Center Director of the VA Connecticut Healthcare System a 1A tertiary care with approximately 3,000 staff and care for around 58,000 veterans in the state of Connecticut. In this dialogue, Dr. Montoya discusses the missteps leaders can make when attempting to fairly and meaningfully recognize individual and team performance. This episode explores how employee recognition is a powerful driver of positive changes across any team or workgroup within an organization. The series is also available on the Talent Management System.

Affinity Conference

2020 LULAC FTIP Development Month

The League of United Latin American Citizens (LULAC) 2021 Virtual Federal Training Institute Partnership (FTIP) Senior Executive Service (SES) and Leadership Development Training Series will be held from Tuesday, July 27, 2021, through Wednesday, September 15, 2021. The LULAC FTI Committee, LULAC FTI Tigers, the National Council of Hispanic Employment Program Managers, leadership consultants, corporate sponsors, and officials from several federal agencies have collaborated to coordinate this free event which is open to federal employees and the corporate sponsors' employees who aspire to become leaders and senior executives. The training event will include 30+ highly interactive, participant-focused workshops designed to address the professional and leadership development needs of today's workforce, and the workshop presenters represent a cross-section of the federal government, private sector, etc. Online registration is now open for the LULAC 2021 Virtual FTIP SES and Leadership Development Training Series. Following the training workshops, there will be SES Roundtable and Speed Mentoring activities slated for Wednesday, September 15. For more information, contact Ms. Karen Basnight, VA's Acting National Hispanic Employment Program Manager, ORMDI.





U.S. Department of Veterans Affairs

World Class HARASSMENT PREVENTION & RECOURSE

supporting and helping you!

OUR
CULTURE

- VA is committed to a culture rooted in our mission and core values and where everyone treats each other with civility, compassion, and respect.
- VA has **zero-tolerance** for harassing, disruptive, abusive, or violent behavior.
- VA takes reported harassment allegations seriously. We will investigate and take actions as appropriate.
- Everyone should feel welcomed and safe when doing business with VA.

IF
HARASSMENT
HAPPENS
TO YOU
or YOU SEE IT
First Contact...



VETERANS

Ask VA Employee
Patient Advocate
Harassment Prevention Coordinator (HPC)

EMPLOYEES

Manager
Harassment Prevention Coordinator (HPC)
Harassment Prevention Team at
1-888- 56NEW VA (1-888-566-3982), press 3
www.va.gov/ORMDI/HPP.asp

SEXUAL ASSAULT

VA's On-site Police
or Dial 911

NON-VA INDIVIDUALS

Ask VA Employee
VA's On-site Police



PROHIBITED
BEHAVIOR

Conduct that is
unwelcome,
suggestive, or
offensive,
but not limited to:

HARASSMENT

Conduct **that creates an
intimidating, hostile, or
offensive work environment**
and becomes a condition of
continued employment to
reasonable people.



- Bullying
- Threat of assault
- Physical assault
- Intimidation, ridicule
- Jokes, slurs, epithets
- Insults, put-downs
- Objects, images, videos
- Degrading comments
or materials about a
person's sex, sexual identity,
gender identity,
transgender status

SEXUAL HARASSMENT

Another form of harassment prohibited by
the Harassment Prevention Policy for
Federal agencies. Conduct of a
sexual nature. Includes physical conduct.

Visual
Behavior seen



- Leering/Ogling
- Gestures or expressions
- Objects, images, videos
- Intentional body exposure

Verbal/Written
Behavior heard/read



- Catcalls, whistles
- "HEY BABY!"
- Jokes, teasing, flirtations, name calling
- Pressure for sex, sex favors
- Emails, text messages, graphics, notes,
internet content

SEXUAL ASSAULT

Intrusive touching, violating, or
intimidating. Conduct of a sexual
nature.

Physical
Behavior felt



- Grabbing, hugging
- Patting
- Stroking
- Pinching
- Intentional brushing up/rubbing
against someone



FEDERAL
LAW

For
EMPLOYEES!

HARASSMENT:

Unlawful and a form of employment discrimination that violates
Title VII of the Civil Rights Act of 1964, Americans with Disabilities Act of 1990 (ADA),
and Age Discrimination in Employment Act of 1967 (ADEA).

Any unwelcome verbal, visual, or physical conduct based on race, color, national origin,
religion, age (40 and above), sex (including gender identity, sexual orientation, and pregnancy),
disability, genetic information, or reprisal for prior EEO activity.



Harassment Prevention Program (HPP)
HPP Coordinators (HPCs)
HPP Policy and Interim Procedures



Text Telephone Relay/
Telecommunications
Relay Service (TTY/TRS)

As of July 27, 2020



For more information please visit
<https://www.va.gov>



U.S. Department
of Veterans Affairs

Office of Resolution Management, Diversity and Inclusion

Additional Affinity Conferences

Federally Employed Women's Second Virtual Leadership Summit

Federally Employed Women (FEW) will hold its second Virtual Leadership Summit on August 9-13, 2021. The theme for this summit is "Soaring to New Heights." FEW is a private membership organization working as an advocacy group to improve the status of women employed by the Federal Government, with a focus on four major program areas: compliance, diversity, legislative and training. The summit will offer workshops on equal employment opportunity, human resources, information technology, management and leadership, and courses that address the Executive Core Qualifications required for the Senior Executive Service. VA employees who plan to attend are responsible for obtaining supervisory approvals. Please note that centralized funding is not available for attendance. Funding for registration must come from the employee's benefitting program office. Following supervisory and budget approval, attendees who plan to participate must also register on the [FEW website](#). For more information, contact Ms. Sehar Minhas, VA's National Federal Women's Program Manager, ORMDI.



Blacks In Government National Training Institute Summit

This year's Annual Blacks In Government (BIG) National Training Institute (NTI) will take place August 23-26, 2021, on a virtual platform due to COVID. This year's theme is "Training Matters – Roadmap To Securing Your Career Goals!" BIG has four scheduled days filled with government leaders as guest speakers and workshops covering leadership development, career advancement, networking and mental/health resilience. VA employees who plan to attend are responsible for obtaining supervisory approvals. Please note that centralized funding is not available for attendance. Funding for registration must come from the employee's benefitting program office. Following supervisory and budget approval, attendees who plan to participate must also register on the [BIG website](#). For more information, contact Ms. Tynnetta Lee, VA's Departmental Black/African American Special Emphasis Program Manager, ORMDI.



Hybrid National Historically Black Colleges and Universities Week and Conference

The Annual National Historically Black Colleges and Universities (HBCU) Week Conference is planned under the leadership of the White House Initiative on HBCUs and with input from the President's Board of Advisors on HBCUs and its conference sponsors. It provides a forum to exchange information and share innovations among and between institutions. Stakeholders, which include federal agencies, private sector companies, and philanthropic organizations, provide an overview of successful engagements that, if replicated, could improve instruction, degree completion, and the understanding of federal policies that shape and support higher education. This year's event will be held September 7-10, 2021, and is free to attendees. The 2021 theme is "Exploring Equity." [Register online for the HBCU Week Conference](#) by September 10 or for more information, contact Ms. Tynnetta Lee, VA's HBCU representative.



Gay and Lesbian Medical Association Annual Conference

The 39th Gay and Lesbian Medical Association (GLMA) Annual Conference on LGBTQ Health will be held virtually September 21-25, 2021. This scientific conference on LGBTQ health features innovative healthcare breakthroughs and interventions, as well as the latest research from LGBTQ health experts from across the country. The conference is open to healthcare providers of all disciplines, researchers, academics, health administrators, policy experts, advocates, and all LGBTQ health supporters. The 2021 conference theme is "Closing the Gaps" and focuses on strategies to reduce and eliminate LGBTQ health inequities through expanding access to care, and developing leadership of LGBTQ community members and professionals who belong to multiple minority groups. This year, GLMA aims to highlight speakers who are working to identify, assess, address, and close these gaps. VA employees who plan to attend are responsible for obtaining supervisory approvals. Please note that centralized funding is not available for attendance. Funding for both registration and/or travel must come from the employee's benefitting program office. Following supervisory and budget approval, attendees must also register on the [GLMA Conference website](#). For more information, contact Mr. Sterling Akins, VA's Departmental LGBTQ+ Program Manager, ORMDI.



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